

## Message Text

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ACTION NEA-12

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-11 INR-10 LAB-06

NSAE-00 RSC-01 SIL-01 OPR-02 DODE-00 PM-07 H-03 L-03

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DRC-01 /129 W

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P R 111225Z MAR 74

FM AMCONSUL ADANA

TO AMEMBASSY ANKARA PRIORITY

INFO SECSTATE WASHDC 654

AMCONSUL ISTANBUL

AMCONSUL IZMIR

TUSLOG DET 10 CDR INCIRLIK CDI

TUSLOG DET 193 CDR INCIRLIK CDI

UNCLAS ADANA 045

E. O. 11652: N.A.

TAGS: ELAB MARR TU

SUBJ: REVOLT BUDDING AT HARB-IS LOCAL

1) SUMMARY. ADANA-INCIRLIK HARB-IS PRESIDENT MARCH 11 OUTLINED DIFFERENCES BETWEEN SECTIONS OF UNION WORKING AT CDI'S AND UNION'S ANKARA LEADERSHIP. PLANS TO LEAD BOLT OUT OF HARB-IS IF PROBLEM REMAINS UNRESOLVED. CRUX OF MATTER INVOLVES SEVERANCE PAY GRANTED TUMPANE WORKERS AT TIME SWITCH MADE TO BOEING BUT NOT PAID TO U.S.A.F. TURKISH WORKERS. END SUMMARY.

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2) HAD LENGTHY TALK THIS MORNING MARCH 11 WITH ADANA-INCIRLIK HARB-IS PRESIDENT ZEKI KISIAL ABOUT PROBLEMS BETWEEN THIS BRANCH OF UNION (AND OTHERS WORKING AT U.S.-TURKISH COMMON INSTALLATIONS) AND HARB-IS ANKARA LEADERSHIP. KISIAL RETURNED SATURDAY FROM ANKARA WHERE HE HAD CONSULTED WITH UNION PRESIDENT KENAN DURUKHAN, CIE PRESIDENT CETIN SOYARK, AND WITH TURK-IS UNCLASSIFIED

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LEADERSHIP INCLUDING HALIL TUNC. KISIAL MENTIONED HE HAD ALSO

RECENTLY TRAVELLED TO OTHER AREAS IN TURKEY WHERE HARB-IS WORKS IN ASSOCIATION WITH U.S.A.F.- BOEING AND HAD FOUND GENERAL ACCEPTANCE BASIS HIS LOCAL'S GRIEVANCES AND COMMON DETERMINATION TO ACT IN CONCERT WITH HIM.

3) CRUX OF PROBLEM IS THAT HARB-IS NATIONAL OFFICERS HAVE REFUSED TO PRESS MATTER OF "SEVERANCE PAY" NOT RPT NOT GRANTED HARB-IS WORKERS UNDER DIRECT SERVICE ARRANGEMENT WITH U.S.A.F. AT TIME SWITCH WAS MADE LAST SUMMER FROM TUMPANE COMPANY TO BOEING. LUMP SUM PAYMENT WAS MADE TO ALL TUMPANE DIRECT HIRE EMPLOYEES BUT DENIED TO U.S.A.F. EMPLOYEES. HARB-IS LOCAL TAKES VIEW THAT SINCE 1964, WHEN U.S.A.F. TOOK ITSELF OUT OF DIRECT HIRE BUSINESS AND DELEGATED HIRING AND OTHER EMPLOYEE RELATIONS MATTERS TO CIVILIAN COMPANY, WORKERS HAVE IN FACT

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BEEN SUBJECT TO HIRING POLICIES-PROCEDURES OF THEIR PRIVATE ORGANIZATION. ALL WORKERS THEREFORE HAVE, ACCORDING TO HARB-IS LOCAL, SAME CLAIM TO SEVERANCE PAY.

4) RESULT OF KISIAL'S RECENT PROTESTATIONS WAS AGREEMENT THAT HARB-IS IN ANKARA, WITH SUPPORT OT TURK-IS, SHOULD GO BEFORE TUSLOG WITH CLAIM FOR DISPUTED SEVERANCE PAY. HISIAL EXPECTS THIS CLAIM TO BE PRESSED WITH ALL VIGOR AND PAYMENT EXTRACTED OR PROMISED WITHIN TEN-DAY PERIOD AGREED UPON WITHIN TURKISH LABOR CIRCLES. IF PAYMENT NOT FORTHCOMING KISIAL PROFESSES TO INTEND TO SEPARATE HIS LOCAL FROM HARB-IS IN ORDER TO PRESS CLAIM MORE DIRECTLY.

5) KISIAL STATES THAT IN ADDITION TO BACKING OF HIS LOCAL HE HAS ACQUIRED SUPPORT OF OTHER BRANCHES OF HARB-IS WHERE SIMILAR SITUATIONS EXIST OR, THAT IS, AT ALL INSTALLATIONS HAVING DEALINGS WITH TUMPANE-BOEING-U.S.A.F. THEY WILL JOIN IN HIS BREAKAWAY. IN ORDER TO ADD TO THEIR STRENGTH THESE BRANCHES ARE CONSIDERING AFFILIATION WITH DISK, SINCE IT WOULD BE IMPOSSIBLE TO FORM SEPARATE UNION AND REMAIN INCLUDED WITHIN TURK-IS.

6 KISIAL RECKONS THAT OF APPROXIMATELY 1,800 WORKERS TURKEY-WIDE UNDER U.S.A.F. DIRECT AUSPICES (WHICH HE TERMS

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"INDIRECT HIRE"WORKERS, "DIRECT HIRE"MEANINGWORKING UNDER OLD TUMPANE OR NEW BOEING CONTRACT) SOME 1,300 ARE ELIGIBLE FOR SEVERANCE PAY. ESTIMATES "PAYMENTS OWED" IN NEIGHBORHOOD OF TWO AND ONE HALF MILLION TURKISH LIRA.

7) AT ONE POINT IN CONVERSATION RELATIONS BETWEEN HARB-IS WORKERS AT AMERICAN ESTABLISHMENTS AND REMAINDER OF UNION

DISCUSSED. KISIAL ESTIMATES ONLY SOME TWENTY PER CENT OF TOTAL UNION MEMBERSHIP DEALS WITH AMERICAN ENTITIES BUT CLAIMS REMAINING WORKERS (AT TURKISH ONLY INSTALLATIONS) SUPPORT SEVERANCE PAY ARRANGEMENTS BEING CLAIMED. ASKED TO COMMENT ON ELATIVE PAY SCALES AND WORKING CONDITIONS BETWEEN ONE GROUP AND ANOTHER, REPLY WAS THAT WHILE IN PAST WORKERS EMPLOYED WITH U.S. FORCES RECEIVED BETTER PAY AND ENJOYED BETTER WORKING CONDITIONS, SITUATION HAD CHANGED AND MOST RECENT WAGE CONTRACTS PUT BOTH GROUPS ON PAR. THIS ESPECIALLY TRUE OF MORE SENIOR, SKILLED WORKERS EVEN THOUGH BEGINNERS MAY MOMENTARILY RECEIVE BETTER WAGES ON INITIAL HIRE BY AMERICAN ENTITIES. KISIAL CLAIMS THAT TENURE IS ALSO MORE SECURE FOR HARB-IS WORKERS ON PURELY TURKISH INSTALLATIONS.

8) KISIAL DID NOT RPT NOT MAKE ANY FIRM CLAIMS REGARDING HIS INTENTIONS OTHER THAN FIRM RESOLVE TO BOLT NATIONAL HARB-IS

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SHOULD SEVERANCE PAY MATTER NOT END FAVORABLY. DID HOWEVER REFER SEVERAL TIMES TO "UNCONTROLLABLE" SITUATION WHICH COULD RESULT LOCALLY WITH "ONE MAN AT DESK HAVING RECEIVED LUMP SUM SEVERANCE PAYMENT AND MAN NEXT TO HIM HAVING RECEIVED NONE." THIS APPEARED TO BE HINT OF SERIOUS TRBOULBLES TO COME.

9) SEVERAL TIMES DURING CONVERSATION KISIAL WAS INVITED TO COMMENT ON ANY OTHER DIFFICULTY UNION MIGHT BE EXPERIENCING WITH HARB-ISLEADERSHIP OR LOCAL EMPLOYERS. EACH TIME REPLIED THAT QUESTION OF SEVERANCE PAY WAS ONE AND ONLY SIGNIFICANT PROBLEM.

HALLMAN

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## Message Attributes

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**To:** ANKARA  
**Type:** TE  
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